## Implementation

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HR Draft Reg to Fed. Register **LR & HR SYSTEM** Deploy Governance LR System **IOC LR System Appeals Process** HR System IT Systems DCPDS/DCPS & Locals SITE DEPLOYMENT Define Prog Content & Strategy **Pilot Programs IOC Appeals &** Training (Perf. Skill) **TBD-Components HR-PFP** Training (JIT) From NSPS **Systems** Mock Transfer Mass Transfer 6 Months 12 Months IOC Date for 1st Phase Pilot Design & Develop 1st Cycle 2nd Cycle 3rd Cycle 4th Cycle Pay-out 1st Validation T&E **Potential Sunset of LR System** Training (Perf. Skill) **TBD-Components** Training (JIT) From NSPS Mock Transfer Mass Transfer 10 Months se 2 1st Cycle 2nd Cycle 3rd Cycle IOC Date for 2nd Phase Can be Substantial #'s **IOC Date for 3rd Phase** Phase 3 1st Cycle 2nd Cycle 3rd Cvcle **Balance of Department** First Cycle Second Cycle **TBD Cert after 300K Legislative Proposal Process Draft Working Papers**